

strength. Business is growing. Peace is making progress. The people and the leaders of Africa are showing the world the resiliency of the human spirit and the future of this great continent.

They have convinced me of the difference America can make if we are a genuine partner and friend of Africa, and the difference a new Africa can make to America's own future.

Everywhere I went in Africa I saw a passionate belief in the promise of America, stated more eloquently today by your President than I ever could. I only wish every American could see our own country as so much of Africa see us, a nation bearing the ideals of freedom and equality and responsible citizenship, so powerful they still light the world; a nation that has found strength in our racial and ethnic and religious diversity; a nation, therefore, that must lead by the power of example; a nation that stands for what so many aspire to and now are achieving, the freedom to dream dreams and the opportunity to make those dreams come true.

I am very proud of America's ties to Africa, for there is no area of American achievement that has not been touched by the intelligence and energy of Africa, from science to medicine, to literature, to art, to music. I am proud to be the President of a nation of many colors, black and white, European and Latino, Asian and Middle Eastern, and everything in between. We have learned one clear lesson, that when we embrace one another across the lines that divide us, we become more than the sum of our parts, a community of communities, a nation of nations. Together, we work to face the future as one America, undaunted, undivided, grateful for the chance to live together as one people.

To be sure, our work is not finished and we have our own problems. But when we began as a nation, our Founders knew that, and called us always to the work of forming a more perfect Union. But the future before us expands as wide as the ocean that joins, not divides, the United States and Africa. As certainly as America lies over the horizon behind me, so I pledge to the people of Africa that we will reach over this ocean to build a new partnership based on friendship and respect.

As we leave this island, now is the time to complete the circle of history to help Africa to fulfill its promise not only as a land of rich beauty but as a land of rich opportunity for all its people. If we face the future together, it will be a future that is better for Africa and better for America.

So we leave Goree Island today mindful of the large job still to be done, proud of how far we have come, proud of how far Africa has come, determined to succeed in building a bright, common destiny whose door is open to all.

Thank you, and God bless you.

NOTE: The President spoke at 4:25 p.m. in the front courtyard of the Goree Island History Museum. In his remarks, he referred to Elizabeth Diouf, wife of President Abdou Diouf of Senegal; Governor Yande Toure of Dakar; Mayor Urbain Diagne of Goree Island; and Boubacar (Joseph) N'diaye, curator, Slave House.

Proclamation 7077—National Equal Pay Day, 1998

April 2, 1998

*By the President of the United States
of America*

A Proclamation

Americans have always believed in the value of work and that, if you work hard, you should be able to provide for yourself and your family with dignity. Today, with more jobs, low unemployment, and real wages rising, America's workers are prospering. Yet, there are many women in the workforce whose work is not being fully valued.

This year, National Equal Pay Day falls on April 3, the day on which the typical woman's 1998 earnings, when added to her 1997 wages, will finally equal what the typical man earned in 1997 alone. In other words, the typical woman who works full-time earns just 74 cents for each dollar that the typical man earns. For women of color, the wage gap is even wider—African American women earn only 63 cents for each dollar earned by white men, and Hispanic women earn only 53 cents. While women now hold almost half of all executive and managerial jobs, their wages are only 70 percent of the average pay

of their male counterparts. And, according to the Department of Labor's Glass Ceiling Commission report, women in management jobs generally remain at entry-level and mid-level positions. In part, these differences in treatment exist because of differing levels of experience, education, and skill. But study after study shows that, even after legitimate differences are accounted for, a significant pay gap still persists between men and women in similar jobs.

Equal pay not only treats women fairly, it benefits us all—particularly our Nation's families. It empowers women to become more self-sufficient, reducing the dependence of many families on government assistance. It also raises women's purchasing power, increases their pensions, and improves their capacity to save, all of which help to strengthen our economy.

During the past three decades, our Nation has made a strong commitment to ensuring that every American is treated with dignity and equality in the workplace. Legislation such as the Equal Pay Act and Title VII of the Civil Rights Act has helped us make progress in correcting discriminatory practices. But we still have a long way to go before the wage gap between men and women is eliminated. This year, I proposed an additional \$43 million for the Equal Employment Opportunity Commission (EEOC) and the Department of Labor in order to strengthen enforcement of the laws that prohibit discrimination, including wage discrimination; to encourage mediation; and to help the EEOC reduce the average time it takes to resolve private sector complaints. This additional funding will help all victims of discrimination, including wage discrimination, obtain relief in a more timely manner. And the Women's Bureau at the Department of Labor will continue to make resources available through the Fair Pay Clearinghouse to highlight model pay practices and educate employers about the practical benefits of assuring equal pay for their employees.

As we observe National Equal Pay Day, I urge businesses and State and local governments across our Nation to make a solemn commitment to recognize the value of women's contributions to the workplace and to reward them appropriately. By doing so, we

will help provide opportunity and promote equality and justice for all.

Now, Therefore, I, William J. Clinton, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States of America, do hereby proclaim April 3, 1998, as National Equal Pay Day. I call upon Government officials, law enforcement agencies, business leaders, educators, and the American people to recognize the full value of the skills and contributions of women in the labor force. I urge all employers to review their wage practices and to ensure that all their employees, including women, are paid equitably for their work.

In Witness Whereof, I have hereunto set my hand this second day of April, in the year of our Lord nineteen hundred and ninety-eight, and of the Independence of the United States of America the two hundred and twenty-second.

William J. Clinton

[Filed with the Office of the Federal Register, 8:45 a.m., April 3, 1998]

NOTE: This proclamation was published in the *Federal Register* on April 6.

**Message to the Senate Transmitting
the Israel-United States Treaty on
Mutual Legal Assistance in Criminal
Matters and Documentation**
April 2, 1998

To the Senate of the United States:

With a view to receiving the advice and consent of the Senate to ratification, I transmit herewith the Treaty between the Government of the United States of America and the Government of the State of Israel on Mutual Legal Assistance in Criminal Matters, signed at Tel Aviv on January 26, 1998, and a related exchange of notes signed the same date. I transmit also, for the information of the Senate, the Report of the Department of State with respect to the Treaty.

The Treaty is one of a series of modern mutual legal assistance treaties being negotiated by the United States for the purpose of countering criminal activities more effectively. The Treaty should be an effective tool